

**DELEGATION OF AUTHORITY
GENERAL, ADMINISTRATIVE, MISCELLANEOUS**


To Settle Administrative Equal Employment Opportunity (EEO) Claims and Complaints

1. **AUTHORITY.** On behalf of the U.S. Environmental Protection Agency (EPA or Agency), to enter into settlement agreements that resolve administrative claims and complaints brought against the Agency under various EEO authorities, including the Equal Pay Act of 1963, as amended, 29 U.S.C. 206(d) et seq.; Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e et seq.; the Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. 621 et seq.; the Rehabilitation Act of 1973, as amended, 29 U.S.C. 701 et seq.; Executive Orders 11478, 12106, 13145, and 13152; and the Equal Employment Opportunity Commission (EEOC) regulations at 29 C.F.R. Part 1614.
2. **TO WHOM DELEGATED.** To all Office Directors or equivalent.
3. **REDELEGATION AUTHORITY.** This authority may not be redelegated.
4. **LIMITATIONS.**
 - a. The settlement authority provided under this delegation may only be exercised with the concurrence of the Director, Office of Civil Rights (OCR), on acceptable parameters for settlement. This concurrence must be obtained as early as practical. If settlement negotiation results in settlement terms that deviate from the parameters concurred upon by the Director, OCR, then the delegatee or re-delegatee must obtain concurrence on the new terms or new parameters before entering into a settlement agreement. The Director, OCR, at his or her discretion, may waive the concurrence requirement, in writing, at any time.
 - b. The settlement authority may only be exercised after legal review of a proposed settlement agreement by ORC.
 - c. Subject to paragraph 4a, an ORC attorney may engage in discussions and negotiations that may lead to settlement of a claim or complaint by an official who has settlement authority under this delegation.
 - d. This authority may only be exercised prior to the complainant requesting a hearing before the EEOC or MSPB.

5. ADDITIONAL REFERENCES.

- a. EPA Delegation 1-34, Litigation Representation.
- b. EPA Delegation 1-83, Final Decisions on Formal Complaints of Discrimination.
- c. 29 C.F.R. Part 1614.
- d. Delegation 1-39A (10/30/2007)

2/7/08
Date



Elin D. Miller
Regional Administrator